

FROM ^TH _E TABLE

A PVFA NEGOTIATIONS BULLETIN TO TEACHERS

PALOS VERDES FACULTY ASSOCIATION • 3551 VOYAGER STREET, SUITE 105 • TORRANCE, CA 90503 • (310) 921-2500

5/3/19

TENTATIVE AGREEMENT REACHED - 2-YEAR DEAL

After several months of intense negotiations and reviewing the entire contract, the PVFA Bargaining Team is pleased to announce that a tentative agreement has been reached for **2018-19 and 2019-20**.

Highlights of the Agreement are:

- A 3% salary schedule increase, retroactive to July 1, 2018
- An additional 1% salary schedule increase, effective July 1, 2019
- A \$500 increase to each tier of the district medical benefits contribution
- Calendar (Article 7) – Codified the use of pre and post service days. Set calendars for 2019-20 and 2020-21
- Hours (Article 6) – Unit members who are required by the District to attend IEPs beyond their contractual workday shall be compensated at their professional rate
- Hours (Article 6) – Clarified the use of Monday early dismissal time for elementary unit members
- Class Size (Article 11) – Added “World Language” to list of assignments for which the 170 student limit applies
- Leaves (Article 13) – New language for Parental Leave to comply with the law (12 weeks for new parents, which may be paid with sick days and subdifferential pay) for unit members who have been with the district for at least a year
- Leaves (Article 13) – Language clarifying bereavement leave allowed for legal guardianship (paragraph 13-6.2) and other clean up language (13-13 and 13-14)
- Evaluations (Article 9) – cleaned up language in 9-2.3 and separated “Final Evaluation Form” into two documents, with a new form for the “Preliminary Performance Review”
- Association Rights (Article 4) – removed language regarding fee payers, and clarified timelines for receiving information from the district
- Safety (Article 14) – New language regarding investigating safety concerns
- Term (Article 2) – Two-year term (2018-2020)

A PVFA committee has been convened to work on updated language for Article 8 (Peer Assistance & Review) which will be considered during the next round of bargaining.

The district did not agree to PVFA language regarding “student supervision” in Article 6, but did commit to working with PVFA to address specific site issues.

The district did not agree to PVFA language regarding class sizes that exceed the contract maximums, but has agreed to continued discussion on how to address this issue. In the meantime, our recourse is to file grievances for class size overages. Please inform PVFA of issues and grievances filed.

Negotiations will convene at a later date for 2020-21.

The full text of the Agreement can be reviewed at www.wearepvfa.org

Voting will take place next week, in conjunction with the PVFA Executive Board run-off election at school sites (and ballot packets for District Office members).

Your PVFA Bargaining Team,
Becky Gallagher, Chair; Nic Anikouchine; Kelly Baranick; Tim Coleman; Louis Harley; Kathleen Sullivan